



**Item From Council
CITY OF AUSTIN
RECOMMENDATION FOR COUNCIL ACTION**

**AGENDA ITEM NO.: 39
AGENDA DATE: Thu 06/09/2005
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Item From Council

Posting Language: Approve a resolution directing the City Manager to explore and implement a program by which employees may, within reasonable limits, be granted administrative leave time for the purpose of donating blood, bone marrow or organs for medical purposes.

Proposed meeting date: THU 06/09/2005

Sponsor: Council Member Betty Dunkerley

Co-sponsor 1: Mayor Pro Tem Jackie Goodman

Co-sponsor 2: Council Member Raul Alvarez

Date by which the City Manager is requested to report back to Council:

Draft Resolution/Ordinance attached:

Currently, there are more than 5,900 Texans waiting for a life-saving organ transplant. According to the Anatomical Gift Educational Program at the Texas Department of State Health Services, 115 people are added everyday to the nation's organ transplant waiting list – one person every 13 minutes. In addition, for the first time in history, the number of patients awaiting a kidney transplant has topped 60,000 people in the nation. Life-saving transplant surgery is becoming more and more successful and, understandably, in greater demand. Unfortunately, the number of donors is not increasing at a rate to meet the need.

The community would benefit greatly if there were more opportunities available for citizens, and more importantly, our City employees, to donate to this life-saving effort.

Allowing City of Austin employee leave time for the purpose of donating blood, bone marrow and/or organs serves municipal purposes by:

- Ensuring an adequate supply of these resources in the community;
- Encouraging local employers to allow their employees leave for the same or similar purposes; and
- Promoting public health and safety in the community.

The City Manager is tasked with implementing standards and guidelines for the granting of administrative leave to City employees as set forth in the personnel policies adopted by Council. This resolution provides direction to the City Manager to establish a program to allow City employees paid time off to perform this community service.

It is anticipated that 10 employees will average one day per employee, per year, at an average hourly rate of \$22.80, for a total cost of \$2,091 annually. This cost will be absorbed into the budgeted FTE cost,



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unless overtime is required.